

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
May 23, 2018

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried, Scott Holewinski, Sonny Paszak

LRES COMMITTEE MEMBERS ABSENT: Dave Hintz (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in Committee Room #2 of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVE AGENDA

Motion by Paszak to approve today's agenda. Second by Fried. All Committee members voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Holewinski to approve the minutes of May 9, 2018. Second by Fried. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau provided vouchers and bills, noting that all of the vouchers are for the health enhancement program which is 100% reimbursed by Group Health Trust. Motion by Paszak to approve the vouchers and bills as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

BENEFITS OVERVIEW/ORIENTATION

The following benefit topics were discussed in order to educate the Committee:

- PTO (Paid Time Off) accumulation and allowed use
- PTO payout policy; discussion held on lowering PTO caps in order to reduce the need for payouts. Discussion also held on the option of using extended leave banks for PTO carryover.
- Compensatory Time; discussion held on the use of this benefit by Exempt employees.
- Life Insurance and Income Continuation Insurance
- Wisconsin Retirement System and contribution requirements.
- Health Insurance plan design and costs
- HRA (Health Reimbursement Account) and MERP (Medical Expense Reimbursement Plan)
- Vision and Dental insurance is offered but no portion is paid by Oneida County
- Flexible Spending Accounts

An in-depth discussion was held on the option of creating several different health plan designs for 2019. The first plan would be a very high deductible plan and would include an increase in wage to the employee. The second plan choice would be the regular plans offered now with no wage increase. The third choice would include the option to not take the health insurance and instead receive a monthly "in lieu of" payment. Charbarneau also discussed the possibility of creating an HSA (Health Savings Account) but notes there are both benefits and drawbacks to this idea. Discussion held. Committee agrees for Charbarneau to gather more information and to discuss the matter at a future Committee meeting.

LRES Committee meeting
May 23, 2018

FUTURE MEETING DATES

June 8, 2018 at 9:00 a.m.
June 20, 2018 at 9:00 a.m.
June 28, 2018 at 10:00 a.m.

FUTURE AGENDA TOPICS

Employee Handbook review
Chapter 4 Review

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Cushing to adjourn meeting. Second by Paszak. All members present voting 'Aye'. Motion carried. Meeting adjourned at 11:16 a.m.



Ted Cushing, Chairman

6/8/18
Date



Jennifer Lueneburg, Committee Secretary

6/8/18
Date